

Please bring this Council Packet with you on November 18th

**ELIZABETHTOWN CHURCH OF THE BRETHREN
FALL CHURCH COUNCIL MEETING AGENDA
November 18, 2018 at 12 Noon**

- | | | |
|-------|--|------------------------|
| I. | Welcome | Moderator |
| II. | Opening Prayer | Pastor Josh |
| III. | Overview of Agenda | Moderator |
| IV. | Acceptance of Minutes | Moderator |
| | A. Spring Council – May 20, 2018 | |
| | B. Special Council – August 19, 2018 | |
| | C. Special Council – October 21, 2018 | |
| V. | Affirmation of Ministerial Licensing for:
Rose Baer, Jason Haldeman, Naomi Kraenbring & Josh Tindall | Moderator
Exhibit A |
| | <i>Action A: Re-affirm the licensing of Rose Baer, Jason Haldeman,
 Naomi Kraenbring & Josh Tindall to the ministry in the
 Atlantic Northeast District of the Church of the Brethren.</i> | |
| VI. | Treasurer's Report | Exhibit B |
| | 1. Summary Two-Year Comparative Balance Sheet – October 31, 2018 | |
| | 2. Comparative Income Statement with Current Year Budget –
For Ten Months Ending October 31, 2018 | |
| | 3. Brethren Foundation Fund Analysis – 1/1/2018 to 9/30/2018 | |
| | 4. GI Account Summary Report – January 1, 2018 thru October 31, 2018 | |
| | <i>Action B: Accept the Treasurer's Report</i> | |
| VII. | Pastoral Team Report | Exhibit C |
| VIII. | Reports of Church Board | Exhibit D |
| | 1. Christian Education Commission | |
| | 2. Expressions Commission | |
| | 3. Nurture Commission | |
| | 4. Resources Commission | |
| | 5. Witness Commission | |
| | 6. Deacons | |
| | 7. Board Chair | |
| IX. | Affirmation of Reports | |
| | <i>Action C: Receive & Accept the Reports of the Commissions, Committees, and Pastors</i> | |
| X. | Gifts Discernment Committee - 2019 Church Leadership Slate | Exhibit E |
| | <i>Action D: Accept the Slate for 2019 Church Leadership Group Members</i> | |
| XI. | Proposed Budget for 2019 | Exhibit F |
| | <i>Action E: Accept the Proposed Budget for 2019</i> | |
| XII. | Clarification | |
| | <i>Action F: Accept proposed clarification: "All members of Etown CoB will receive
 ministerial services equally. Any prior statements, documents, notations, or other
 references to the contrary are null and void."</i> | |
| XIII. | Reflections and Questions | Moderator |
| XIX. | Closing Prayer | Pastor Jason |

**Elizabethtown Church of the Brethren
Spring Church Council Meeting Minutes**

May 20, 2018 at 12:00 p.m.

I.	<p>Welcome</p> <ul style="list-style-type: none"> ● Carroll Kreider, Moderator, called the meeting to order at 12:12 p.m. ● Herb High will serve as parliamentarian 	Moderator
II.	<p>Prayer</p> <ul style="list-style-type: none"> ● Pastor Pam said a short prayer. 	Pastor Pam
III.	<p>Overview of Agenda</p> <ul style="list-style-type: none"> ● The Agenda was approved as presented. 	Moderator
IV.	<p>Acceptance of Minutes</p> <ul style="list-style-type: none"> ● The Minutes from the November 19, 2017 Fall Church Council meeting are approved as written. 	Moderator
V.	<p>Treasurer's Report</p> <ul style="list-style-type: none"> ● Action A: To accept the Treasurer's Report <ul style="list-style-type: none"> ○ Question from Al Sollenberger regarding the total of the unbudgeted expenses for the building project preparation fees. ○ Motion by Al Sollenberger to accept the Treasurer's Report as presented. Seconded by Don Kraybill. Approved. 	Exhibit A
VI.	<p>Reports of Commissions & Committees</p> <ul style="list-style-type: none"> ● Christian Education <ul style="list-style-type: none"> ○ Correction needed: "Nursery School" should read "Church Nursery" ● Expressions ● Nurture ● Resources ● Witness ● Deacons ● Action B: To receive and accept the reports of the Commissions and Committees <ul style="list-style-type: none"> ○ Motion by Rich Nornhold to approve the reports. Seconded by Anna Belser. Approved. 	Exhibit B
VII.	<p>Board Report - Building Project Update</p> <ul style="list-style-type: none"> ● The Congregation & the Ministry <ul style="list-style-type: none"> ○ Refer to Frequently Asked Questions document ● Sketches <ul style="list-style-type: none"> ○ Board will review sketches on June 11 ○ Congregation will be able to review the sketches on June 17, 20, and 24 ● Finances <ul style="list-style-type: none"> ○ Finance Committee is researching lending options, considering a pledge campaign ○ Financial Consultant report was presented at the May board meeting, which will be reviewed at a special meeting on May 22 by the Board. ○ Building Committee is working on a total project cost ● Tenants <ul style="list-style-type: none"> ○ Board will be responding to the decision of the vote from today's meeting at the special meeting on May 22. ● Action C: To receive and accept the reports of the Board Chair <ul style="list-style-type: none"> ○ Motion by Jim Whitacre to accept the Board Report as presented. Seconded by Judith Gible. Approved. 	
VIII.	<p>Pastoral Team Report</p>	Exhibit C

	<ul style="list-style-type: none"> ● The Pastors commended the lay leadership and expressed gratitude for serving this congregation. ● Request from Jim Hollinger to further the conversation that was started in the morning sermon regarding how boldness applies to this congregation. ● Pastoral Report accepted as printed. 		
IX.	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%; border: none;">Position Statement</td> <td style="width: 40%; border: none; text-align: right;">Exhibit D</td> </tr> </table> <ul style="list-style-type: none"> ● Elizabethtown Church of the Brethren and Elizabethtown Child Care Center and Elizabethtown Community Nursery School ● Action D: Does Elizabethtown Church of the Brethren affirm a commitment to serve as the landlord for Elizabethtown Child Care Center and Elizabethtown Community Nursery School for the foreseeable future? <ul style="list-style-type: none"> ○ Motion by Jim Hollinger to divide the motion in two parts, keeping the language of the original motion, but requiring separate votes (as listed below). Seconded by Al Sollenberger. Motion went to a balloted vote. 51 in favor, 47 opposed. The motion passes. ● Action E: Does Elizabethtown Church of the Brethren affirm a commitment to serve as the landlord for Elizabethtown Community Nursery School for the foreseeable future? <ul style="list-style-type: none"> ○ After considerable discussion, Al Sollenberger called for the question. Seconded. ○ 97 in favor. 2 opposed. The motion passes. ● Action F: Does Elizabethtown Church of the Brethren affirm a commitment to serve as the landlord for Elizabethtown Child Care Center for the foreseeable future? <ul style="list-style-type: none"> ○ After considerable discussion, Roger Killian called for the question. Seconded. ○ 96 in favor. 10 opposed. The motion passes. 	Position Statement	Exhibit D
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X.	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%; border: none;">Closing Prayer</td> <td style="width: 40%; border: none; text-align: right;">Pastor Greg</td> </tr> </table> <ul style="list-style-type: none"> ● Carroll Kreider, Moderator, closed the meeting at 2:50 p.m. ● Pastor Greg concluded with a expression of thanks for the work that was done today and the way that the group was able to discuss this issue with respect for one another and to come to a decision. ● Pastor Josh led “Blessed Be The Tie That Binds” 	Closing Prayer	Pastor Greg
Closing Prayer	Pastor Greg		

Respectfully submitted,
Alyssa Cross, Church Clerk
May 21, 2018

**Elizabethtown Church of the Brethren
Special Church Council Meeting Minutes**

August 19, 2018 at 11:30 a.m.

I.	<p>Welcome Moderator</p> <ul style="list-style-type: none"> ● Carroll Kreider, Moderator, called the meeting to order at 11:25 a.m. and opened with a prayer. ● Carroll recapped the history of events that led us to the meeting today
II.	<p>Update from the Board Chair</p> <ul style="list-style-type: none"> ● Thanks given to John David Bowman and Judith Gible for crafting the response, at the request of the Board. ● Presentation of the response statement <ul style="list-style-type: none"> ○ Nancy and Carroll will present the statement to the District Executive on Wednesday, August 22 ○ Following the meeting on Wednesday, copies will be mailed to the District Board Members and select others at the denominational level leadership ○ Copy of the statement will be available on the church website
III.	<p>Pastors' Statement</p> <ul style="list-style-type: none"> ● Nancy Hivner, Board Chair, read a statement prepared by the Pastoral team: <p style="margin-left: 40px;">We are grateful to be part of the Elizabethtown Church of the Brethren, a community that practices peace, service and openness to all. Each of us have been called to serve in this congregation because of these values, including the 2003 Church Council constitutional amendment regarding the meaning of membership.</p> <p style="margin-left: 40px;">This statement, under consideration, clarifies these longstanding values and affirms our collective ministry that welcomes and ministers to all. As pastors we will continue to offer complete pastoral care and service to all who are part of our congregation including, but not limited to, baptism, parent/child dedication, wedding service.</p> <p style="margin-left: 40px;">For those who may be concerned for us losing our credentialed status as licenced or ordained ministers, we are not afraid: credentials in a judicatory body that would deny full rights and services to all is out of step with the Gospel of Jesus Christ. We will not be threatened or bullied into submission.</p> <p style="margin-left: 40px;">We look forward to continued ministry with you as we practice peace, service, and openness to all.</p>
IV.	<p>Congregational Response and Discussion</p> <ul style="list-style-type: none"> ● Kevin Miller: Expression of gratitude, humbled, inspired by spirit and understanding and love. ● Debbie Sager: Question on footnote #2 ● Paula Burke: Expression of pride in this congregation and it's being a place of safe refuge, acceptance, and love ● Jim Beckwith: Called attention to last page, referencing 2017 - having loyal minority voices raising objections. District policy seems punitive
V.	<p>Closing Statement</p> <ul style="list-style-type: none"> ● Carroll concluded by reviewing the next steps for response statement, as outlined by Nancy ● Meeting concluding in singing "Blessed Be The Tie That Binds" ● Meeting concluded at 11:52 a.m.

Respectfully submitted,
Alyssa Cross, Church Clerk
August 19, 2018

**Elizabethtown Church of the Brethren
Special Church Council Meeting Minutes**

October 21, 2018 at 12:15 p.m.

I.	<p>Welcome</p> <ul style="list-style-type: none"> ● Carroll Kreider, Moderator, called the meeting to order at 12:23 p.m. ● Pastor Pam opened with a prayer. 	Moderator
II.	Review of Schematic Design 18	Board Chair
	Review of Cost Estimates	Jim Hoffer
	<p>Vote to continue moving forward on our Building Project</p> <ul style="list-style-type: none"> ● <i>"The Church Board unanimously recommends that Council authorize a capital campaign to finance the renovation and new construction of our church building as proposed in schematic design 18."</i> ● Congregational Response and Discussion <ul style="list-style-type: none"> ○ Mary Jane Hostetter: Any consideration for solar power? <ul style="list-style-type: none"> ■ Not anticipating installation on this building due to partnership with the college ○ Donna McDonough: When will we be aware of increased ongoing costs for heating, cooling, maintenance? <ul style="list-style-type: none"> ■ A quick analysis has been done, but it is too soon to tell what will be included ○ Joe Detrick: How will the previous commitment analysis done by John Miller be factored into this new capital campaign? <ul style="list-style-type: none"> ■ That was a sampling methodology, so a more accurate campaign is needed. ○ Don Kraybill: How firm is this schematic 18? What happens prior to construction? Is there room for any more changes? <ul style="list-style-type: none"> ■ Design and Development stage comes after the campaign, at which time the details are determined ○ Kurt DeGoede: If we do the capital campaign and come back at a lower level, how does that impact what our plan will be? <ul style="list-style-type: none"> ■ That will be for the Board to consider and come back to council with a recommendation. ○ Herb High: Thoughts on expanding the campaign from 3 years to 5 years? <ul style="list-style-type: none"> ■ Yes, that a consideration, but we don't want to stretch it so far as to make it a tiring process. ○ Bill Puffenberger: What are the parameters for the capital campaign? <ul style="list-style-type: none"> ■ Our campaign team has more work to do to consider individual situations and accommodate pledge circumstances. ○ Donna McDonough: Are we spending more money to undertake a capital campaign? <ul style="list-style-type: none"> ■ Yes, there are campaign costs. We have hired John Miller as a consultant. ● Vote taken by paper ballot <ul style="list-style-type: none"> ○ Results: The vote has passed with 83 in favor, 14 opposed, and 2 abstaining. 	
	<p>Closing Statement</p> <ul style="list-style-type: none"> ● Pastor Greg closed the meeting in prayer. ● Meeting concluded at 1:28 p.m. 	

Respectfully submitted,
Alyssa Cross, Church Clerk
October 28, 2018

Licensing Reports

Exhibit A

Rose Baer

I received my Masters of Divinity degree from Lancaster Theological Seminary in May 2018. Currently I am a resident chaplain at Penn State Hershey Medical Center where my clinical assignment is the neonatal ICU and Women's Health. I have completed the Brethren History course through Bethany Seminary and plan to complete the Brethren Polity class next fall. In the future I hope to find a way to minister as a chaplain, either in a hospital, hospice, or extended care setting.

Jason Haldeman

I have completed all of the required classes for Bethany Theological Seminary's CATS (Certificate of Achievement in Theological Studies) and am continuing my Theological studies in the Master of Divinity program. This past year I attended an on-campus January intensive course "Sex, Gender and Theology." This past spring, I completed my year-long Ministry formation course "Exegeting the Call and Culture of Ministry" as well as "Introduction to New Testament History and Literature." Due to the arrival of baby Oliver, I am currently enrolled in only one class this Fall, "History of Christianity I." This year I plan to enroll in a January intensive, as well as two classes this spring. As a distance learning "connections" student, I anticipate being enrolled at Bethany for a number of years before I can complete all of my required studies for the M.Div program. Over the next few years, I will also be required to participate in other Ministry formation opportunities, in addition to my position here at Elizabethtown CoB. I remain thankful for the generous support of the congregation in my ongoing theological studies.

Naomi Kraenbring

I am in my fourth and final year at Bethany Seminary, and I intend to graduate in May 2019 with both an MDiv degree (concentration in Preaching and Worship, and emphasis in Evangelism and Missional Church) and an MA degree (concentration in Biblical Studies, and emphasis in Brethren Studies). My MA thesis topic is looking at a history of interpretation of Luke 1:26-38, with particular attention to Pietist/Anabaptist reception. I am hoping then to begin a PhD program in the fall of 2019, and I am currently working to clarify my field of interest and determine if there is a program to which I can commute. The discernment toward this trajectory was affirmed by my ministry formation placement this past spring at Elizabethtown College, where I immensely enjoyed teaching and working with undergraduate students. My absence this weekend is due to my attendance at the American Academy of Religion and Society of Biblical Literature conference in Denver, Colorado, with about 10,000 other religious studies scholars! I continue to be immensely appreciative of this congregation's support in so many ways. Thank you!

Josh Tindall

I completed my Master's of Divinity in the Fall of 2017 from Lancaster Theological Seminary. Currently I still need to complete two courses offered by Bethany Theological Seminary in order to apply for ordination. I anticipate having the courses completed and working towards my final ordination interview sometime mid to late 2019.

Elizabethtown Church of the Brethren
SUMMARY Two-Year Comparative Balance Sheet
October 31, 2018

	This Year	Last Year
ASSETS		
*Cash	130,501.77	118,560.26
*Advances/Prepays/Receivables	12,106.07	10,532.99
*Property & Equipment	1,073,991.73	1,092,193.35
Investments at "Cost" - see Note below		
*K E Bucher Music Fund	47,860.35	47,191.48
*Christian Education Fund	13,135.43	12,587.26
*Facilities Fund	312,018.35	308,259.39
*Outreach & Ministry Fund	380,683.20	384,090.65
*Annuity Fund	0.00	0.00
*M.O'Donnell Music Fund	418,896.83	427,192.93
*Memorial Fund	4,186.03	14,043.49
*Pastoral Housing	91,728.47	96,627.13
*Organ Fund	9,939.12	9,709.87
	<hr/>	<hr/>
Total Investments	1,278,447.78	1,299,702.20
	<hr/>	<hr/>
Total Assets	<u>2,495,047.35</u>	<u>2,520,988.80</u>
 LIABILITIES AND CAPITAL		
Liabilities		
Accounts Payable	61.99	27,026.50
Reserve - Sabbaticals	1,213.05	1,213.05
Budget Surplus Carryover	0.00	5,663.67
*Payroll Withholdings/Deductio	(988.71)	(1,945.51)
*Conduits	(22,566.61)	35,954.66
*Endowment Funds Income on Han	0.00	0.00
*Lilly Grant	0.00	0.00
*Notes Payable - Individuals	0.00	0.00
*Notes Payable - Other	0.00	0.00
	<hr/>	<hr/>
Total Liabilities	(22,280.28)	67,912.37
Capital		
*Other Funds	2,307,370.56	2,319,872.31
Accumulated Surplus	114,084.89	108,421.22
Current Year Net	95,872.18	24,782.90
	<hr/>	<hr/>
Total Capital	2,517,327.63	2,453,076.43
	<hr/>	<hr/>
Total Liabilities & Capital	<u>2,495,047.35</u>	<u>2,520,988.80</u>

Note: Investments in Brethren Foundation Inc Funds are carried on the balance sheet at cost, which includes amounts paid into the funds to purchase shares, plus interest and dividend income earned, less fees paid and amounts of any withdrawals. Market appreciation or declines are not reflected in the balances recorded in the general ledger.

Unaudited - For Management Purposes Only - Reports Printed November 3, 2018

Elizabethtown Church of the Brethren
Comparative Income Statement with Current Year Budget
For the Ten Months Ending October 31, 2018

	Budget This Yr	YTD - Budget	YTD - Actual	YTD - Last Year
Budgeted Revenues				
Offerings; Finance Com. Recom	727,760.00	606,466.68	642,376.00	548,159.98
Offerings Congregational Chall	3,988.00	3,323.34	0.00	0.00
Rents	47,600.00	39,666.70	37,782.00	32,331.47
Interest Income	0.00	0.00	187.44	101.15
Transfer from Housing Fund	8,000.00	6,666.68	6,666.70	6,666.70
Transfer from Facility Fund	20,000.00	16,666.68	0.00	0.00
Discounts/Misc	0.00	0.00	1,054.71	4.17
Total Budgeted Revenues	807,348.00	672,790.08	688,066.85	587,263.47
Budgeted Disbursements				
Ministry Salaries & Benefits	517,271.00	431,059.26	414,084.80	402,168.80
Administration	27,900.00	23,250.04	26,039.80	25,515.26
Expressions	11,002.00	9,168.40	5,930.79	4,412.88
Nurture	17,150.00	14,291.80	11,612.90	10,947.36
Christian Education	6,000.00	5,000.02	3,559.29	3,402.87
Witness/Outreach	75,000.00	62,500.20	61,263.50	58,117.64
Resources	142,925.00	119,104.26	103,284.50	105,296.92
Deacon Board	3,100.00	2,583.38	346.93	364.15
MAP	7,000.00	5,833.36	480.40	2,476.79
Total Budgeted Disbursements	807,348.00	672,790.72	626,602.91	612,702.67
Net Budgeted Items	0.00	(0.64)	61,463.94	(25,439.20)

ETH TOWN CHURCH OF THE BRETHREN

BRETHREN FOUNDATION FUND ANALYSIS 1/1/2018 TO 09/30/18

FUND NAME	12/31/2017 BEGINNING MARKET VALUE	2018 INTEREST & DIVIDEND INCOME	2018 ADMIN. FEES	ADDITIONS TO FUND	DISTRIBUTIONS FROM FUND	MARKET VALUE INCREASE (DECREASE)	9/30/2018 ENDING MARKET VALUE	9/30/2018 COST PER INVESTMENTS GENERAL LED.	9/30/2018 Market OVER (UNDER) COST
K. E. Bucher Music Fund	82,679.88	1,264.09	(344.98)			1,690.29	85,289.28	47,860.35	37,428.93
Christian Education Fund	37,687.47	575.56	(157.19)			771.11	38,876.95	13,135.43	25,741.52
Facilities Fund - Bal.	576,906.33	8,931.11	(2,434.30)	10,107.17		12,065.61	605,575.92	114,303.30	491,272.62
Facilities Fund - Bonds.	205,679.91	4,676.97	(836.83)			(8,283.67)	201,236.38	197,715.05	3,521.33
	782,586.24	13,608.08	(3,271.13)	10,107.17	0.00	3,781.94	806,812.30	312,018.35	494,793.95
Outreach & Ministry Fund - Bonds	205,679.91	4,676.97	(836.83)			(8,283.68)	201,236.37	197,715.05	3,521.32
Outreach & Ministry Fund - Bal.	482,906.05	7,492.82	(2,043.77)	10,107.17		10,145.83	508,608.10	182,968.15	325,639.95
	688,585.96	12,169.79	(2,880.60)	10,107.17	0.00	1,862.15	709,844.47	380,683.20	329,161.27
Annuity Fund									
Plant Fund - Pastor Housing	211,332.41	3,233.18	(883.62)			4,319.23	218,001.20	91,728.47	126,272.73
Organ Fund	15,794.89	240.74	(65.82)			323.62	16,293.43	9,939.12	6,354.31
O'Donnell Music Ministry	462,680.55	7,079.08	(1,933.80)			9,454.66	477,280.49	418,896.83	58,383.66
Memorial Funds	8,095.82	123.19	(35.87)			167.46	8,350.60	4,186.03	4,164.57
TOTAL ALL BF FUNDS	2,289,443.22	38,293.71	(9,573.01)	20,214.34	0.00	22,370.46	2,360,748.72	1,278,447.78	1,082,300.94

Elizabethtown Church of the Brethren
 GI Account Summary Report
 January 1, 2018 thru October 31, 2018

<u>Account Number</u>	<u>Account Description</u>	<u>Beginning Balance</u>	<u>Debit Change</u>	<u>Credit Change</u>	<u>Net Change</u>	<u>Ending Balance</u>
2601	N - Pre-Elementary Offeri	(4.51)	\$ 0.00	\$ (13.00)	\$ (13.00)	\$ (17.51)
2602	Elementary Offerings	(148.83)	80.00	(67.55)	12.45	(136.38)
2603	N - Jr High Offerings	0.00	0.00	(45.00)	(45.00)	(45.00)
2605	Diener Mem. Water Proje	(25.00)	0.00	(15.00)	(15.00)	(40.00)
2606	Youth NYC Fund	(37,549.54)	42,070.35	(17,325.77)	24,744.58	(12,804.96)
2607	ECHO	0.00	0.00	(79.88)	(79.88)	(79.88)
2608	N - Post High	(1,777.41)	0.00	(150.00)	(150.00)	(1,927.41)
2609	CROP	(62.38)	1,908.10	(1,908.10)	0.00	(62.38)
2615	N - Youth Work Camp	(820.85)	0.00	0.00	0.00	(820.85)
2616	Refugee Family	(18,600.63)	4,300.00	(6,345.00)	(2,045.00)	(20,645.63)
2617	Health/Hygiene Kits	0.00	1,155.00	(1,155.00)	0.00	0.00
2618	Disaster Response Team	(1,384.80)	0.00	(50.00)	(50.00)	(1,434.80)
2619	Nigerian Crisis Fund	(305.00)	0.00	0.00	0.00	(305.00)
2623	Food Bank	0.00	0.00	(150.00)	(150.00)	(150.00)
2624	Peace Group Activities	(454.42)	0.00	0.00	0.00	(454.42)
2625	Quilt Fund	57.64	0.00	(81.00)	(81.00)	(23.36)
2626	Vacation Bible School	0.00	437.03	(437.03)	0.00	0.00
2631	Fifty-Plus Fund	0.00	268.00	(327.40)	(59.40)	(59.40)
2632	Refugee Signs	(763.66)	0.00	(185.00)	(185.00)	(948.66)
2633	Disaster Buckets	(140.00)	0.00	0.00	0.00	(140.00)
2634	Children's Disaster Minist	0.00	0.00	(100.00)	(100.00)	(100.00)
2636	Equal Exchange	1,360.72	3,758.70	(3,689.52)	69.18	1,429.90
2637	Immigration Support	(1,500.00)	162.00	(2,165.00)	(2,003.00)	(3,503.00)
2640	Samara	(110.00)	2,513.00	(2,403.00)	110.00	0.00
2641	Memorial Fund/Garden	788.83	605.48	(3,235.00)	(2,629.52)	(1,840.69)
2644	Softball Fundraiser	(721.17)	0.00	0.00	0.00	(721.17)
2648	Camp Swatara	(5.00)	1,936.00	(1,614.00)	322.00	317.00
2650	N - Jr High Conference	(918.35)	0.00	(600.00)	(600.00)	(1,518.35)
2658	Run for Peace	0.00	1,125.00	(1,125.00)	0.00	0.00
2659	Facility Improvements Ca	0.00	0.00	(80.00)	(80.00)	(80.00)
2661	Bldg Investment 2017 - C	(5,710.00)	0.00	(9,815.00)	(9,815.00)	(15,525.00)
2661.1	Bldg Investment - Expens	15,771.56	79,078.23	0.00	79,078.23	94,849.79
2667	School Kits	(10.00)	0.00	0.00	0.00	(10.00)
2670	N - Brethren Buddies Fun	(135.29)	0.00	0.00	0.00	(135.29)
2678	Ziegler Mem/3K PeaceRu	(25.00)	0.00	(15.00)	(15.00)	(40.00)
2680	Nigerian Trip	(1,100.00)	0.00	0.00	0.00	(1,100.00)
2682	Nepal	(50.00)	0.00	0.00	0.00	(50.00)
2683	Deacon Administrative Ex	(275.39)	91.50	(100.00)	(8.50)	(283.89)
2685	Software Licensing	58.00	0.00	0.00	0.00	58.00
2689	Belinda K Good Memorial	(3,385.00)	3,000.00	(320.00)	2,680.00	(705.00)
2690	Deacons Benevolence	(14,196.78)	6,311.81	(3,108.00)	3,203.81	(10,992.97)
2690.3	Benevolence Loan #2	1,000.00	0.00	0.00	0.00	1,000.00
2690.4	Benevolence Loan #3	1,056.00	0.00	0.00	0.00	1,056.00
2690.5	Benevolence Loan #4	250.00	0.00	0.00	0.00	250.00
2690.6	Benevolence Loan # 5	0.00	1,639.50	0.00	1,639.50	1,639.50
2691	Conduit Balances	(19.50)	762.00	(762.00)	0.00	(19.50)
2693	S.E.R.R.V.	(61.96)	1,179.40	(1,254.40)	(75.00)	(136.96)
2694	Alternative Gift Fair	(281.10)	0.00	0.00	0.00	(281.10)
2695	Yoga Class	(84.00)	0.00	0.00	0.00	(84.00)
2699	Library Fund	(211.02)	0.00	0.00	0.00	(211.02)
Totals		<u>(70,493.84)</u>	<u>\$ 152,381.10</u>	<u>\$ (58,720.65)</u>	<u>\$ 93,660.45</u>	<u>\$ 23,166.61</u>

...lead a life worthy of your calling, for you have been called by God...from Eph. 4

Stepping out in faith. Several years ago, our congregation adopted the tagline “Practicing Peace, Service and Openness to All.” It was a natural expression and outgrowth of what it means to “live the love the God.” Reciting it every week as we gather for worship, including it on letterheads, banners, mugs and more, these three simple, yet foundational practices – peace, service and openness – have guided our life together. We have the confidence to be the people together that God has created us to be!

- Most recently, we sent an articulate and thoughtful request to the District Board to withdraw their proposal for punitive measures for clergy officiating at same-sex weddings. That letter drew much attention far and wide as well as significant support from like-minded congregations and individuals around the district and denomination.
- We observe our congregation stepping out in faith as we consider a capital campaign and possible building project, which will enable our ministries of peace, service and openness to remain viable and growing, far, far into the future.

This is an exciting time for us to be in ministry, as together we have the confidence to step out in faith even more boldly! This is who we are!

May Council Vote Affirmation to Host ECNS and ECCC. The Pastoral Team is encouraged by the additional clarity regarding the congregation’s commitment to ECCC and ECNS. We recognize that this was not an easy topic or decision; it contained both significant complexity and high emotion. To see the council discuss and deliberate together was a beautiful moment where we believe the Spirit was at work. We are excited for the ways in which this clarity settles a nagging uncertainty that often led to indecisiveness around both building and ministry decisions. This decision emboldens our ministry for the future. Well done!

Partner Congregations. Today Pastor Greg is preaching at Cincinnati CoB. University Park CoB recently sent a letter of support during ANE same-sex marriage policy proposal. These relationships are strong, and still hold potential for growth.

NYC--After four years of fundraising and anticipation, 15 of our Youth attended National Youth Conference. This 15-day Bus trip and conference was a wonderful experience for the Youth and advisors who attended. In total there were 37 Youth and Advisors from Ambler, Mt. Wilson and even Brazil who Joined Elizabethtown CoB on our Bus trip. We were able to see Manchester University, National Parks, Native American Mounds, a Hutterite community, The Cleveland Zoo, Mount Rushmore and many other sights along the way. National Youth Conference was a powerful and moving experience for many of our Youth, plenty of memories were made on this trip that will last a lifetime. A special thank you for supporting the Pastors in attending this quadrennial conference and to all who have supported our fundraising efforts over the years, without you this trip could not have happened. We are already looking forward to NYC 2022!

Sabbath Rest – Josh Tindall This summer, after 12 years of ministry at ECOB, I went on a Sabbath Rest from late July through early September. As stated in the Church of the Brethren guidelines, “the Sabbath is a time to abstain from everyday work and to relax mind, body, and soul in order to

be filled, nourished, and freed from worry about how one is doing.” This certainly was that time for me and I am very grateful to all of you for that opportunity.

During my time of Sabbath rest, I met with a spiritual advisor who helped guide my time and provided resources for spiritual practice, prayer and quiet meditation. I enjoyed wonderful time off with family, creating many great memories spending quality time with Amy and Elizabeth. In addition, I engaged in two coaching programs on leadership development and personal growth.

In preparation for Sabbath Rest, I attended the National Worship Leaders conference in Nashville, TN. To finish my Sabbath Rest I combined a spiritual retreat in Colorado with a visit to one of Colorado’s largest churches, which has one of the leading music and streaming ministries in the country. These trips, along with several musical masterclasses along the way provided me with a wealth of musical resources and ideas. I have already begun to incorporate many of these into our music ministry here in the form of new music, creative arrangements and our jazz worship service several weeks ago.

I look forward to sharing more about this time very special time of family, rest, renewal and growth with you all in the coming months through conversation, written word and musical expression. Thank you all again for this very special opportunity!

Individual Reporting

Jason

- The most significant event this past year has been welcoming baby Oliver into the world. Starting a family has brought some challenges but mainly great joy!
- Officially Licensed to ministry this past spring. Completed course requirements at Bethany Theological Seminary for the CATS program (Certificate of Achievement in Theological Studies) and have now transferred into the M. Div Program.
- Has agreed to serve on the District’s Gifts Discernment team.

Josh

- Elizabeth and I provided musical leadership for Annual conference worship in Cincinnati, OH.
- Sabbath Rest from July through September
- Jazz worship service on October 14

Pam

- Serving new term as vice chair of the Atlantic Northeast District board.
- Continue connections with EYN & Nigerian friends. Board member of CCEPI USA, fledgling NGO related to sister CCEPI (Center for Caring, Empowerment & Peace Initiatives) based in Nigeria.
- Meet monthly with spiritual director.
- Attended: Festival of Homiletics in Washington DC (Continuing Ed), Annual Conference as delegate, NYC as advisor and workshop presenter, District Conference as delegate, SCN (Supportive Churches Network) Pastors’ Retreat

Greg

- Fantastic summer! Accompanied youth at NYC and led several “faith and politics” workshops, spoke at Annual Conference luncheon, led “Peace and Resiliency” training for Brethren Volunteer Service (and again in Oct.), attended CoB Jr. High Workcamp in Washington, DC.
- Guest Speaking. Continue to speak and meet with some regularity for/with Church World Service Lancaster at public rallies, meetings with Senatorial and Congressional reps.
- Gratitude for Continuing Education. Began “Executive Leadership” program through eCornell (Cornell University). Professional growth budget and Outreach and Ministerial Education Endowment covering modest tuition.

Reports of the Church Board Commissions

November 6, 2018

Christian Education Commission

Report to Council

CHILDREN'S SUNDAY SCHOOL – The Commission has worked to find appropriate spaces for all of the children's programs. A special thank you to Karin Laszakovits for taking a leadership role in organizing and recruiting teachers for Shine (pre-k). The Shine class is currently splitting into two groups during the second hour to provide age appropriate care for the younger and older pre-k groups. A December meeting is being planned with BLAZE teachers and helpers to clean and organize BLAZE materials and areas. Both Jr. High and Sr. High classes are going well and we appreciate the teachers that have stepped in to fill open positions. Children's Church now meets on the third Sunday of each month. Children are also welcome to join the children's choir which meets on Wednesday nights to practice and sings once a month in church.

VACATION BIBLE SCHOOL— This year our BVS theme was peace using the curriculum *Peace Lab*. Children enjoyed bible study, games, drama, music and fellowship. The CE Commission wishes to express its sincere appreciation to all of the adult and youth volunteers that have helped make VBS a success.

ADULT SUNDAY SCHOOL – An adult elective series is again being planned for January 6 through February 3 of 2018. The 20/30s class has been meeting consistently since June. The class has been meeting with different members of our church through a series called The Most Interesting (wo)Men in the World. As this class and others continue to be active, we have been searching for new adult appropriate spaces in our church building to provide an environment for continued growth.

ECCC/NURSERY SCHOOL - The commission has been working with Pat Williams to be in communication with the ECCC and the Nursery School. Our goal is to effectively share space with both entities and improve our relationship with ECCC and the Nursery School.

BUILDING IMPROVEMENT PROJECT -- The commission has appreciated the opportunity to think through its mission and how that is impacted by the church building. We look forward to working toward the best use of the new space that a building improvement project may offer.

LOOKING AHEAD – The Commission spent some time wrestling with the lack of space that we have for our adult Sunday School classes. Although it has not been an easy decision, we have decided to get a trailer that would be able to house two classrooms. These classrooms will be designated for teens or adults.

FINALLY, THANK YOU – to a wonderful group of people who are teachers, helpers, and volunteers that make our Christian Education programs possible.

Expressions Commission – No report submitted

Nurture Commission

2018 November Council Report

The Nurture Commission was involved with the following activities since our May Council Meeting:

Faith Markers:

- Blessing of the Children was held on May 20 for two of our 4-year olds.
- Ten 5th Graders' received "The Meanest Man in Patrick County" on June 3rd.
- Three 3rd Graders' received Bibles on September 9.

Family Camp Weekend at Camp Swatara was June 15-17 with many families attending and enjoying the great outdoors.

15 Youth and 7 Advisors from our church joined 13 other Youth and 3 Advisors from Mount Wilson and Ambler COB's on the bus to NYC.

The All-Church Picnic was held on August 26. A beautiful day, with good food, fellowship, bingo and a Honduran Dance Troupe with over 200 people in attendance.

The Women's Retreat was held on October 13 at Brethren Village and was well attended. Sandy Garman led the day on "Hospitality." Thanks to Sandy, Deb Ziegler, Rose Baer, Pat Hoffer and Amy Carroll for planning the event.

The Golden Age Dinner was October 28. A delicious meal was made by Lucy and Duane Hernley and served, by our youth, to 84 guests. Thanks to Joe and Ralph Detrick for providing entertainment and to Barb Shaw for creating the table centerpieces.

Be sure to save December 16 for Chili Supper and Christmas Caroling!

BRETHREN BUDDIES:

In May, the Brethren Buddies hiked to the observation tower at Governor Dick in Mt. Gretna and stopped for ice cream at Twin Kiss on the way home. The summer event, designed to say good-bye to rising 6th graders and welcome rising 3rd graders to Brethren Buddies, was a swim party at Willowood Swim Club. It was also a "retirement party" for Annalie Heinz and Karin Laszakovits as they moved on from Brethren Buddies leadership. The Brethren Buddies are now run ad-hoc as no one stepped up to fill Annalie and Karin's positions.

YOUTH MINISTRY TEAM:

The junior high had a kick-off party to start the new school year and a "chill time" to hang out and play.

The senior high had their trip to NYC and dinner at Meg and Dave Hershey's.

Resources Commission

REPORT TO CHURCH COUNCIL, 11/8/2018

Resources Commission: *Dick Keesey, Chair; Duane Hernley, Vice-Chair; Barbara Ellis, Robert Hoffer, Richard Nornhold, Pam Reist, Assigned Pastor*

We are working toward getting a service provider in place to provide assistance in improving and maintaining technical services within the church.

We also have been working toward an agreement with the college to provide parking spaces to them through the week on our lot in exchange for us using spaces in their lot across Cedar Street on Sunday. This could provide them with spaces they need to satisfy land development requirements and it could reduce the number of spaces we would need to have as a result of our building initiative.

We have been having major problems with our cleaning service. We are hopeful that these can be worked out, but also looking for an alternative.

Tim Byerly will provide leadership for a Safety Committee and Pastor Pam will serve as the committee liaison to the Leadership Team and the Resources Commission. Initially we plan to add two additional members to the group. A broad range of issues will be addressed. The safety and security of Sunday morning worship will be an area that is emphasized.

Because we have had an unusually wet summer, we have had to deal with some mold issues in a few classrooms. This has been resolved.

We are also currently working on obtaining a portable classroom trailer to help alleviate our need for more classrooms for our Sunday Morning classes. --Duane Hernley 11/8/2018

Witness Commission

Report to November 2018 Church Council

Commission members are Peg Over(chair), Peggy McFarland (vice chair), Paula Burke (secretary), Michelle Clapper and Sam Epps.

- In June the Sunday School children participated in a joint project with the Witness Commission assembling 61 hygiene kits for CWS. \$216 (shipping, processing and donations) was mailed to CWS.
- On September 24th. we sponsored the performance of “Courage Rising “ a play written by Richard Barbour. Gene and Barbara Ellis were in the play along with 2 teenagers. The performance was followed by a discussion led by Pastor Pam and the evening concluded with cookies and lemonade.
- On Tuesday September 24th. a group of 7 people traveled to New Windsor, MD for a SERRV work day. Our next work day is scheduled for Tuesday March 19th. 2019.
- November is our collection month for Elizabethtown Community Cupboard (recently relocated to CPOW at 61 E. Washington St.)

- CROP table collected \$1908.10 this year . Thanks to all who participated in any way to once again make this a success. The CROP table runs each year from mid May through mid October.
- Our October Feast of Love service project this year was CWS hygiene kits. We collected items/money to assemble 141 kits. Kits were delivered to CWS and \$282(from O&M fund) was sent to CWS to cover the recommended \$2 per kit for shipping/processing.
- We hosted an appreciation event for BHA in our fellowship hall on Thursday November 8th from 6:30-8:00. Thanks to all who helped with setup, cleanup and food preparation.
- In October and early November we partnered with CWS by collecting new and gently used items (coats, hats, gloves, mittens, scarves) for all ages.
- In discussing our budget for 2019 we drafted 4 guiding principles to follow....
 1. Is the recipients mission aligned with the mission of ECOB: peace, service and openness to all?
 2. Is there a relationship with our church?
 3. The Commission seeks at least 10% of the overall church budget as monies for it's budget recommendations.
 4. There should be equitable giving between a spectrum of local and global efforts.
- Witness Action alerts are sent out periodically via email by Pastor Pam or Pastor Greg. Contact the church office if you would like your name added to this list.

Committees under the Witness “umbrella”

- Damon Wagner Fields is the chairperson of the Immigration Support Committee.
- There is some interest in increasing our congregations involvement with both the Nursery School and the Child Care Center in order to strengthen our relationship with them. Gina Strouse is our Nursery School representative and Pat Williams is our Child Care Center representative. If you have an interest in volunteering or helping out with either you can contact Kathy Horning the Nursery School director or Allyson Cook the ECCC director. More information to follow in 2019.
- Equal Exchange and SERRV (all Fair Trade) are now both sold on the first Sunday of the month.
- Our Brethren Village Key Ladies held a birthday party for Brethren Village residents on Tuesday November 6th.
- Disaster Response Committee is planning a work trip to Lumberton, North Carolina from January 27-February 2.
- Almost a \$1,000 was sent to Church World Service Lancaster from the sale of the “Neighbor Signs”
- Our World Day of Prayer Committee in conjunction with the other community churches has decided that it is time to discontinue the Community World Day of prayer gathering. Thank you to those who have organized/participated in this gathering over the years.
- The Winter Shelter will open on December 3rd. Contact ECHOS/Peggy McFarland to volunteer.

O&M Fund Report (all expenses are approved by Witness Commission and Church Board)

- We began a new initiative of supporting our youth who choose to work at Camp Swatara during summer camp. This is done through a bonus or stipend for each youth with the money coming from the O&M fund. (5 youth this year)
- Our congregation has made a pledge to support CPOW at \$6000 per year for 3 years beginning in 2019.
- Other expenses to date for 2018 were for Pastor Jason's education expenses and tuition reimbursement for Naomi Kraenbring.

As we work together we can do great things and we can make a difference in our world.

Deacons

DEACON REPORT TO CHURCH COUNCIL - NOVEMBER 18, 2018

The deacons continue to support the congregation in an on-going ministry:

Weekly greeting at the doors on Sunday morning and visiting in the hospitals, retirement homes, and community; setting up a special more-frequent visitation schedule for those who request this need; responding to benevolence requests; providing transportation when needed by members; supporting / assisting the pastors in their ministry by request.

Since reporting at the May 20, 2018 Council Meeting, specific involvement includes:

-Prepared and served a meal following the funeral/memorial services for the following:

Charles Jackson, Millie Long, Connie Ziegler, Don Bosserman

May 27 – Prepared and served bread & cup communion during Sunday morning worship

August 26 – Assisted the pastors with baptism during Sunday morning worship

Sept 16 – Held our fall deacon carry-in meal and meeting with the following action:

Recognized the retirement of Jean Herr, Anna Belser, and Roger & Mary Ann Killian and gifted them for their many years of dedicated service as deacons

Discussed and received a positive vote to discontinue the deacon disc/bulletin delivery service to those who had requested it. These individuals will be assisted in viewing the service on line. Bulletins to those requesting will be mailed each Monday morning by a volunteer in the church office.

Discussed and received a positive vote to rename line #8503 in the deacon budget from "Audio Ministry" to "Communications Ministry" and to request that line be increased from \$200.00 to \$400.00 in the 2019 budget as our only increase.

Reported a \$1000.00 donation from the Matthew 25 Thrift Shop in Lititz to be used through our Benevolence Fund. Vida sent a thank-you note to Matthew 25.

Following discussion, more specific guidelines were set for our transportation ministry: to be available to members of our congregation or someone who has a close connection to a member; except in special cases, to set the requested distance as a radius of 20 miles.

October 2 – Baked communion bread

October 7 – Prepared and served bread & cup communion during Sunday morning worship

October 7 – Took charge of the foot/hand washing service during Love Feast in Fellowship Hall

October 21 – Prepared and served the meal prior to Special Council Meeting following church

The deacons extend our appreciation to all who continue to assist with the duties of the deacons, especially the preparation for and clean-up of funeral meals.

Respectfully submitted, Vida Snavelly

Slate, Fall Council Meeting 2018

Position	Candidate	Term	Term Length
<i>Moderator</i>	Joe Detrick	1st	2 yrs
<i>Church Board Chair Elect</i>		1st	3 yrs (1-Elect 2-Chair)
<i>Treasurer</i>	Frank Rhodes	7th	1 yr
<i>Asst. Treasurer</i>	Bob Hollinger	7th	1 yr
<i>Financial Secretary</i>	Amy Carroll	1st	1 yr
<i>Christian Education Commission</i>	Kendra Gottshall	1st	3 yrs
<i>Expressions Commission</i>	Karen Ungemach	1st	3 yrs
<i>Expressions Commission</i>			3 yrs
<i>Nurture Commission</i>	Beth Dryer-DeGoede	2nd	3 yrs
<i>Nurture Commission</i>	Lisa Rosenberger	2nd	3 yrs
<i>Resources Commission</i>	Rich Nornhold	2nd	3 yrs
<i>Witness Commission</i>	Jordan Eberhart	1st	3 yrs
<i>Gifts Discernment</i>	Al Sollenberger	1st	3 yrs (began June 2018)
<i>Gifts Discernment</i>	Amy Nilsen	1st	3 yrs (began June 2018)
<i>Annual Conference Delegate 2020 (Delegate Elect for 2019)</i>	Damon Wagner Fields	1st	2 yrs
<i>ANE District Conference Delegate 2019 & 2020</i>	Rose Baer	1st	2 yrs
<i>ANE District Conference Delegate 2019 & 2020</i>	Judith Gibble	1st	2 yrs

Bios for Candidates on Slate for Fall 2018 Council Packet

Moderator

Joe Detrick

Joe earned a BS degree from Manchester College (1971) and a M.Div. degree from Bethany Theological Seminary (1977). Ordained for 41 years, Joe has served the church as a pastor for a total of sixteen years. He worked for the Church of the Brethren General Board as the Coordinator of Brethren Volunteer Service (1984-1988), and as a district executive minister for Southern Pennsylvania. Retired from ministry functions in 2011, Joe was recalled to service, first, as the Interim District Executive for Pacific Southwest District, and then worked for the Mission and Ministry Board of the Church of the Brethren serving as the Interim Director of the Office of Ministry.

Treasurer

Frank Rhodes

Frank has been a member of the church since 1988. He and his wife, Kay, are the parents of four children, Philip, Michael, Harry and Maggie. Along with Michael, Harry, and two others, they operate Rising Locust Farm, LLC, an affiliate of New Community Project. Frank works full time off farm as a Partner and consultant with Conrad Siegel Actuaries, where he has been employed for over 30 years. He has served Etown CoB as Board Chair, Deacon, Usher, and Chair of Gifts Discernment Committee in addition to serving on several Special Ad Hoc Committees.

Assistant Treasurer

J. Robert Hollinger

Bob and his wife, Marty, have been members of the church since 1961. Bob retired from Elizabethtown College and now works with Marty at Hollinger Services. The business has been transferred to new owner, John Snowden. Marty and Bob are still involved with their accounts.

Financial Secretary

Amy Carroll

Amy Carroll and her husband, Richard, moved to Mount Joy in 2010 from the Woolrich, PA, area where they raised their two sons. She has a degree in English from Westminster College in New Wilmington, PA. As a member of the Woolrich Community United Methodist Church, her service included Council on Ministries chair, financial secretary and Stephen Minister. While in Clinton County, Amy was active in the Lock Haven Branch of AAUW, holding offices of president, vice-president, secretary and treasurer. Her past employment includes working for the Social Security Administration and teaching English to high school and adult learners (incarcerated and otherwise) and international students.

Since moving to Lancaster County, Amy has volunteered with The Friends of Milanof-Schock Library, The Literacy Council of Lancaster-Lebanon, The Center for Community Peacemaking and The Elizabeth Hughes Society. Amy and Richard joined the Elizabethtown Church of the Brethren in 2012.

Christian Ed

Kendra Gottshall

Kendra grew up attending Lititz Church of the Brethren. When she and husband Kurt moved to Elizabethtown in October 2011 she started attending the Elizabethtown CoB, later transferring her Membership. Kendra is a CPA by background and currently works for a Private Trust Company as a Wealth Strategist/Director of Financial Services. Kurt and Kendra have two boys, Tanner (9) and Carson (6). Kendra has served as the Nursery Coordinator and has taught children's Sunday School for several years.

Expressions

Karen Ungemach

Karen recently retired from being a Reading Specialist in an Elementary school. She is enjoying having time to spend with friends and doing creative activities like sewing, wood carving and knitting. She is passionate about SERRV and their mission to provide work opportunities for their artisans and the whole idea of Fair Trade. She is currently on the Spiritual Growth Team and can often be seen singing on Sunday mornings, either in the choir or an ensemble. She is the one smiling and moving because she enjoys singing with Pastor Josh and all the other talented singers and instrumentalists!

Nurture Commission

Beth Dreyer-DeGoede

Beth Dreyer-DeGoede is the wife of Kurt DeGoede and the mother of Nate and Anna. She has recently been employed by Elizabethtown Community Housing and Outreach Services (ECHOS) as a part-time administrative assistant in addition to working part-time at the Elizabethtown Public Library. During the growing season, she can be found in her garden weeding and preserving any surplus. Beth volunteers as secretary to the United Churchs Elizabethtown Area (UCEA) and is busy getting the new Community Place on Washington up and running. She is also Etown CoB's Equal

Exchange representative and a deacon. The activities of the Nurture Commission are dear to her, so she is happy to continue to chair the commission.

Nurture

Lisa Rosenberger

I was born and raised in Virginia and YES... I do have a southern accent! I am from Blacksburg, Virginia, home of the Virginia Tech Hokies. I have lived in Lancaster County for the past 25 years and feel completely at home here. My husband, Jeff, and I met in Charlottesville, Virginia in the mid 80's, we were married and then moved to the west coast and settled in Southern California for several years. Later, after the birth of our first two children, we decided to relocate back to the east coast to be closer to our families. We have three grown children, Blake, Carley and Chad. Our family has been attending the Elizabethtown Church of the Brethren since 1993. Throughout my career, I have always been drawn to service related jobs, mostly because of my love for helping others. I have had a wide range of work experience, all of which have been very meaningful to me and have better prepared me for my current role as Membership Development Coordinator to The High Center for Family Business at Elizabethtown College. I am also a licensed Realtor in Pennsylvania for the past 11 years and enjoy educating my clients on buying and selling in the current real estate market. I look forward to continuing my role on the Nurture Commission.

Resources Commission

Rich Nornhold

I am the father of three children, Anna 16, Seth 14, and Liam 10. Husband to Kathy for twenty-one wonderful years. I work for Caitec Corporation making bird and dog toys. I'm an engineer by training and have loved traveling the globe and experiencing different cultures. I have been attending the Etown CoB for four years and have enjoyed getting to know the diverse and interesting people in the congregation. I hold an Orange Belt in Pai Lum, White Dragon Kung Fu and I've eaten deep fried silk worm. I love heavy metal music, comic books, the beach and spending time with my family.

Witness

Jordan Eberhart

Jordan has been attending Etown CoB since 2014 when he and his partner, Jeff Bingeman, felt warmly welcomed and comfortable sharing their life stories. Jordan is one of 5 brothers, offering gifts of patience, compassion and resilience. He works full time at Armstrong World Industries managing project quality and accuracy of custom ceiling systems. Jordan has served on the church's Ministry and Action (MAP) team helping to develop and improve spiritual growth within the congregation. He continues to grow closer and deeper to Christ through fellowship with others, purposeful peacemaking and humble leadership.

Gifts Discernment

Amy Nilsen

Amy Nilsen and her family (Hyung Ku and Olivia) began coming to Etown CoB during the month of October in 2014. Amy's life journey began in Philadelphia followed by a few years in Cinnaminson, New Jersey before moving to central PA at the age of 12. Amy holds a Bachelor's Degree from Penn State and earned her Master's Degree in 2014. Coming to Etown CoB during that same year was no coincidence and she made a pact with God to find a church home as soon as her studies were completed.

After an exhaustive search, she came upon Etown CoB and stayed for the intellectual approach to the bible, openness to all policy, and being able to have a few laughs from time to time during services.

Amy enjoys biking, hiking, and spending time with her family. Olivia (her daughter) is a Girl Scout, so be sure to buy cookies from her in January and February!

Gifts Discernment

Al Sollenberger

Al is a long time member of this church. He is a retired Guidance Counselor, painter and produce grower. He enjoys visiting with family and going to grandchildren's sporting events as well as gardening, especially growing pumpkins.

Annual Conference Delegate

Damon Wagner Fields

Husband, parent and grandparent. Ordained Minister. Chairperson of the Immigration Support Group. Member of Simple Living Group since 1997. Served the congregation as a District Conference Delegate. Attended the church since 2005 and a member since 2006. Church of the Brethren member since 1982. Graduated from Manchester College and Bethany Theological Seminary. In the Service (BVS) for two years in Belfast, Northern Ireland. Pastored in two congregations with my wife Sue Wagner Fields. Part time camp program director at Camp Pine Lake, Northern Plains District. Member of Camp Ithiel Board member and Camp Dean and counselor, Atlantic Southeast District. Currently employed with Christian Churches United, Harrisburg as a prison chaplain and reentry ministry in the community.

ANE District Conference Delegate

Rose Baer

I would consider it a privilege to serve as a delegate for our congregation to the ANE district conference. I grew up in the Mennonite Church and transferred my membership to Etown CoB several years ago. Since then, I have been affirmed and encouraged to accept a call to ministry. I am a licensed minister who is currently completing a year-long residency as a chaplain at Penn State Hershey Medical Center. Following completion of the residency I hope to find work in a hospital, extended care facility, or hospice center.

ANE District Conference Delegate

Judith Gible

Judith is a retired pastor and has served over 20 years in Atlantic Northeast District. Celebrating eight years of marriage to Jay Gible this year, they have been members at Elizabethtown (again!) for nearly five years.

2019 Budget Narrative

Our congregation had a meaningful year in 2018:



- We witnessed boldly: ANE district same-gender policy stance, hygiene kits, immigration support
- Worship remains varied and vital. Mixed-age ensembles and the Jazz music service are notable
- Loving pastoral care ministries are provided by our pastors, deacons, and all!
- The 20-30-something faith formation class is new and thriving
- Nearly 200 children access our building through the week for care and education
- Hospitality efforts are enabling our visitors to receive information and follow up contacts
- Multiple organizations whose purposes align with our values receive financial gifts
- We affirmed our commitment to serve the community via Child Care and Nursery School
- Worship services are now live-streamed to engage people anywhere in the world
- Sketches to change our building were approved and the capital campaign is underway

These ministries and many more are planned and facilitated through our Church Board and commissions, with spiritual emphasis and inspiration provided by our pastoral staff. These ministries are funded through the faithful gifts of our members and friends. Here is a summary of our 2019 plan.



Ministry Salaries, Benefits, and Administration

Our pastors and staff members enhance the life of our congregation as they minister to us, serve with us, make connections with partner congregations, serve the district and denomination, and invest in further education and training. Allocation of our gifts in these areas provides:

- Competitive compensation for our staff members
- Continuing education and development for our staff
- A comprehensive benefits package for full-time staff members
- Expenses for staff and delegate attendance at Annual Conference
- Accounting services, office equipment and supplies

Total Budget – \$550,926, up 1%, 63.8% of total budget

Resources

The Resources Commission oversees our building and grounds to put us in the best position possible to provide ministry within and beyond the walls of the church, now and into the future. The Resources Commission works to maintain and improve the functionality and appearance of our building. This budget is increased due to;



- Higher costs for heating fuel, insurance, and service contracts, including cleaning
- Rental costs for temporary classroom space
- Allocations for small improvements, repairs, and maintenance

Total Budget – \$185,647, up 29.9%, 21.5% of total budget

Witness and Outreach

This commission plans and directs the congregation's witness to the world through evangelism, church extension, ecumenical relations, missions, social action, volunteer and international service, and mass media. In addition to the budget, annually, this Commission recommends allocation of 4% of the value of the Outreach and Ministry Education Fund balance (approximately \$28,000) to organizations, funds, and events whose purposes and commitments are aligned with ours. We support many organizations locally and globally, including:



- Local: Samara Family Services, Etown Child Care Center, Etown Winter Shelter, Brethren Housing Assoc. (Harrisburg), Lancaster Co, Council of Churches (food bank, clothing, auto, etc), United Church of Etown (food bank, housing assistance, etc), CoB Youth Services, Run for Peace, Elizabethtown College.
- National and Global: On Earth Peace, New Community Project (enviro and justice efforts), Church World Service
- Denominational: Camp Swatara, ANE District allocation, Mission and Ministry Board (denomination), Bethany Theological Seminary, Susquehanna Valley Ministry Center, Brethren Village

Total Budget – \$86,250, up 15%, 10% of total budget

Expressions

The Expressions Commission is responsible for providing programs related to worship, music, drama, celebrations, fellowship and the coordination of staff and volunteers to carry out these functions. An exciting expansion of the Expressions program falls outside of the budget with estate gifts being used to purchase items to benefit the music program. Allocation of our gifts here provides



- Aids to worship, music and special materials, worship and funeral bulletins, fellowship, *audio, visual, and live-streaming ministries* and volunteers

Total Budget – \$11,002, no increase, 1.3% of total budget

Faith Formation/Christian Education

The Christian Education Commission has responsibility for providing faith formational experiences through programming that enables participants of all ages to grow in their understanding of God and the Bible. The Commission provides intentional instruction in the faith, which encourages maturity and life application. Almost 100% of Pastor Jason's time (not included here) is invested in Faith Formation activities. Other expenses include:



- Sunday School materials and resources
- Teacher training and recognition
- Vacation Bible School materials

Total Budget – \$6300, up.05%, 0.7% of total budget

Nurture

The Nurture Commission is responsible for providing experiences that enable our congregation to grow in faith and benefit from participation in special age and subject-related groups. Included in the Nurture Commission budget is money for:



- Camp Swatara (Good as Gold) and National Youth Conference (NYC)
- Lenten worship, faith markers, graduate Sunday,
- Brethren Buddies, women's retreat, youth groups
- Parish Resource Center, Samaritan Counseling Center

Total Budget – \$17,000, down 0.9%, 1.2% of total budget

Deacon Board

Our Deacons prepare and serve Love Feast and Communion; visit in hospitals, retirement homes and residences; assist in preparation for baptism; provide funeral meals; greet at the doors on Sunday mornings; assist the pastors; and tend to the overall wholeness or “shalom” of the congregation. Expense allocations here will provide:

- Local benevolences, funeral meals, and communion and love feast



Total Budget – \$3,300, up 6.5%, 0.4% of total budget

Ministry Action Plan Teams

Our Ministry Action Plan has moved us forward in many exciting, new directions. We continue to focus on *our partner congregation relationships, building initiatives, and growing spiritually*, while also being engaged in visioning for a changed building full of new and growing ministries

Total Budget – \$2700, down 61.4%, 0.3% of total budget

Income Summary

We are forecasting gifts from offerings to total \$770,000 in 2018. This is an increase of 12% from the prior year. Such generosity enables us to achieve our ministry plans, support our staff, make contributions to organizations which share our values, pay costs related to the building project, and enrich our spiritual lives.

The budget proposed for 2019 assumes a 1% increase in offering income and a 19.7% increase in income from rents. The proposed budget calls for allocation of this income to our staff, building, witness and ministry activities in ways that most enable us to be an effective witness to the love of God.

In addition to financial resources, we allocate significant amounts of time and talent to our ministries. Our teachers, deacons, greeters, hospitality team, musicians, worship technicians, and many others devote hours of time to make our ministries thrive.

It is truly an exciting time to be a part of a vibrant church, and we are excited for the challenge of the ministry that God calls us to in 2019!

ELIZABETHTOWN CHURCH OF THE BRETHREN

	Proposed Budget 2019	Percent Change from 2018	Budget 2018	Estimated 2018
MINISTRY SALARIES & BENEFITS	519,526	0.4%	517,271	501,736
ADMINISTRATION	31,400	12.5%	27,900	29,511
EXPRESSIONS	11,002	0.0%	11,002	8,652
NURTURE	17,000	-0.9%	17,150	14,293
CHRISTIAN EDUCATION	6,300	5.0%	6,000	5,042
WITNESS & OUTREACH	86,250	15.0%	75,000	73,750
RESOURCES	185,647	29.9%	142,925	153,275
DEACON BOARD	3,300	6.5%	3,100	2,600
MAP TEAMS	2,700	-61.4%	7,000	2,200
GRAND TOTAL EXPENSES	863,125	6.9%	807,348	791,059
Offerings: Finance Committee Recommendation	778,125	6.9%	727,760	770,000
Offerings: Congregational Challenge	0	0.0%	3,988	0
Rents	57,000	19.7%	47,600	46,000
Transfer from Housing Fund	8,000	0.0%	8,000	8,000
Transfer from Facility Fund	20,000	0.0%	20,000	20,000
GRAND TOTAL INCOME	863,125	6.9%	807,348	844,000
Gain/loss	0		0	52,941
Projected 2019 Outlay from the O&M Fund:		27,120		
Projected 2019 Outlay from the Music Ministries Fund:		17,960		

ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2019	Percent Change from 2018	Budget 2018	Estimated Actual 2018
MINISTRY SALARIES & BENEFITS					
5101	Salary (Greg)	80,574	4.3%	77,259	77,259
5102	Salary (Pam)	79,224	4.3%	75,970	75,970
5103.1	Salary (Josh)	70,503	3.3%	68,231	68,231
5103.2	Salary (Jason)	58,303	4.0%	56,071	53,071
5114	Salary, Administrative Assistant I	36,720	2.0%	36,000	36,500
5115	Salary, Administrative Assistant II	22,253	-8.2%	24,245	24,245
5116	Salary, Organist	14,149	2.0%	13,872	13,872
5117	Salary, Bell Choir	5,202	2.0%	5,100	5,100
5120	Custodial, Plant Operations	0	-100.0%	20,400	4,011
5121	Facility Management	15,868	3.0%	15,400	15,500
5104	Pension	39,039	3.8%	37,624	37,324
5105	Medical/Life/Dental/LTD/Vision	77,885	14.0%	68,300	68,300
5106	Social Security	7,206	-18.1%	8,799	11,651
5107	Auto - Pastors	2,600	4.0%	2,500	2,500
5108	Professional Growth - Pastors	6,000	20.0%	5,000	3,000
5112	Professional Expense	1,500	0.0%	0	1,200
5111	Sabbath Rest	2,500	0.0%	2,500	4,002
	Total	519,526	0.4%	517,271	501,736
ADMINISTRATION					
5201	Office Supplies	4,000	33.3%	3,000	3,900
5202	Telephone/Internet/Cell Phone	6,000	9.1%	5,500	5,800
5203	Postage	1,000	0.0%	1,000	750
5205	Bank/Credit Card Fees	350	-22.2%	450	300
5310	Accounting Services	7,200	0.0%	7,200	7,200
5460	Conference Delegate Expense	7,500	36.4%	5,500	6,561
5462	Staff Enrichment	100	0.0%	100	50
5463	Retreats/Pastor Appreciation	300	0.0%	300	250
5464	Copier Lease	4,800	2.1%	4,700	4,700
5465	Recruitment	150	0.0%	150	0
	Total	31,400	12.5%	27,900	29,511
EXPRESSIONS					
5501	Pulpit Substitutes	525	0.0%	525	150
5502	Organist Substitutes	525	0.0%	525	150
5510	Worship Environments	400	0.0%	400	225
5511	Worship & Funeral Bulletins	2,452	0.0%	2,452	2,400
5520	Music & Special Materials	2,875	0.0%	2,875	900
5530	Fellowship Committee Activities	600	0.0%	600	1,100
5560	Bell Choir Activities	0	0.0%	0	208
5591	Professional Growth	200	0.0%	200	202
5592	Aids to Worship	2,000	0.0%	2,000	2,000
5594	Ushers' Breakfast	100	0.0%	100	0
5595	Copyright License	825	0.0%	825	817
5601	Drama	500	0.0%	500	500
	Total	11,002	0.0%	11,002	8,652
NURTURE					
6125	Congregational Wellness Team	400	0.0%	400	200
6130	Camp Swatara (Good as Gold)	4,500	0.0%	4,500	4,200
6140	Lenten Worship	300	-25.0%	400	181
6141	Church Picnic/Gatherings	800	166.7%	300	350

ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2019	Percent Change from 2018	Proposed Budget 2018	Estimated Actual 2018
6150	Golden Age Dinner	900	0.0%	900	900
6160	Post High Group	300	0.0%	300	300
6170	Senior High Youth Group	1,500	0.0%	1,500	750
6180	National Youth Conference	3,000	0.0%	3,000	3,000
6185	Natl Jr High Conference	600	0.0%	600	600
6190	Jr High Youth Group	800	0.0%	800	400
6201	Faith Markers	300	200.0%	100	395
6202	Graduate Sunday	100	0.0%	0	117
6203	Parents of Young Children	100	0.0%	0	0
6220	Parish Resource Center	700	0.0%	700	675
6225	Samaritan Counseling Ctr	600	0.0%	600	600
6245	Child Protection Policy	50	-75.0%	200	50
6260	Library Materials	200	0.0%	200	100
6282	GH Decorating	100	0.0%	100	100
6283	Fantasy Football	50	0.0%	50	25
6310	MAP: Foster Relationships	0	-100.0%	500	0
6329	Womens Retreat	500	0.0%	500	600
6330	Brethren Buddies	300	0.0%	300	200
6335	Congregational Spiritual Grwth&Enrichm	300	-40.0%	500	150
6340	Camp Swatara Events	500	-16.7%	600	300
6345	Fifty Plus Group	100	0.0%	100	100
	Total	17,000	-0.9%	17,150	14,293
Christian Education					
6620	Sunday School Curric. & Resources	4,500	7.1%	4,200	4,200
6630	Vacation Bible School	1,200	0.0%	1,200	492
6640	Teacher Recognition	200	0.0%	200	150
6650	Teacher Training	400	0.0%	400	200
	Total	6,300	5.0%	6,000	5,042
WITNESS & OUTREACH					
7120	Church World Service (Lancaster)	2,500	N/A	600	600
7130	Bethany Theological Seminary	3,800	0.0%	3,800	3,800
7140	Camp Swatara	3,000	0.0%	3,000	3,000
7150	District Budget	16,500	0.0%	16,500	16,500
7155	Susquehanna Valley Ministry Center	2,500	25.0%	2,000	2,000
7160	Elizabethtown College	2,500	25.0%	2,000	2,000
7170	Mission & Ministry Bd(includesABC)	25,200	0.0%	25,200	25,200
7180	UCEA	2,500	400.0%	500	500
7182	New Community Project	2,500	150.0%	1,000	1,000
7185	Etown Child Care	2,500	0.0%	2,500	2,500
7195	Samara	2,500	150.0%	1,000	1,000
7200	Brethren Village	2,500	25.0%	2,000	2,000
7220	Lanc. Co. Council of Churches	2,500	400.0%	500	500
7230	COBYS	2,500	150.0%	1,000	1,000
7235	Messenger	150	-50.0%	300	300
7270	On Earth Peace	2,500	25.0%	2,000	2,000
7290	Special Outreach	500	0.0%	500	500
7320	Evangelism Events/Hospitality Comm	1,000	0.0%	1,000	1,000
7321	Communications Committee	1,000	-50.0%	2,000	1,000
7335	Brethren Village Key Lady	100	0.0%	100	100
7340	Brethren Housing Assn	2,500	25.0%	2,000	2,000

ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2019	Percent Change from 2018	Proposed Budget 2018	Estimated Actual 2018
7372	Quilting Group	500	0.0%	500	250
7375	ECHOS	2,500	-16.7%	3,000	3,000
7399	Run for Peace	2,000	N/A	2,000	2,000
	Total	86,250	15.0%	75,000	73,750
RESOURCES					
8102	Custodial - Seasonal	2,000	66.7%	1,200	2,500
8106	Janitorial Services	26,490	0.0%	0	16,000
8110	Envelopes	638	2.1%	625	600
8120	Insurance	14,578	10.4%	13,200	14,500
8130	Equipment/Improvements	10,000	0.0%	10,000	12,000
8150	Maintenance/Repairs	26,920	22.4%	22,000	16,000
8151	Kitchen Supplies	2,000	100.0%	1,000	4,000
8154	Landscaping	3,300	0.0%	3,300	3,400
8155	Rider Cemetery	700	40.0%	500	575
8160	Service Contracts	20,625	-8.3%	22,500	24,000
8180	Electricity	16,145	3.5%	15,600	15,600
8190	Fuel	11,951	19.5%	10,000	11,500
8200	Water/Sewer Rental	6,300	5.0%	6,000	6,000
8210	Fire Company/Ambulance	1,000	0.0%	1,000	1,000
8301	Interest (NYC/Bldgs/etc))	500	0.0%	500	500
8315	Capital Improvements	35,000	0.0%	35,000	25,000
8320	Stewardship Education	500	0.0%	500	100
	Classroom Trailer Rental	7,000	N/A	0	0
	Total	185,647	29.9%	142,925	153,275
DEACON BOARD					
8501	Communion & Love Feast	500	0.0%	500	400
8502	Local Benevolences	2,000	0.0%	2,000	2,000
8503	Communications Ministry	400	100.0%	200	100
8504	Funeral Expense	400	0.0%	400	100
	Total	3,300	6.5%	3,100	2,600
MAP Teams					
8701	Spiritual Growth	500	-50.0%	1,000	0
8702	LEAP	2,000	-63.6%	5,500	2,000
8703	Worship Attendance	200	-60.0%	500	200
	Total	2,700	-61.4%	7,000	2,200
GRAND TOTAL					
		863,125	6.9%	807,348	791,059
	Offerings: Finance Committee Recommendation	778,125	6.9%	727,760	770,000
	Offerings: Congregational Challenge	0	0.0%	3,988	0
	Rents	57,000	19.7%	47,600	46,000
	Transfer from Housing Fund	8,000	0.0%	8,000	8,000
	Transfer from Facility Fund	20,000	0.0%	20,000	20,000
	Total Income	863,125	6.9%	807,348	844,000
	Gain/loss	0		0	52,941